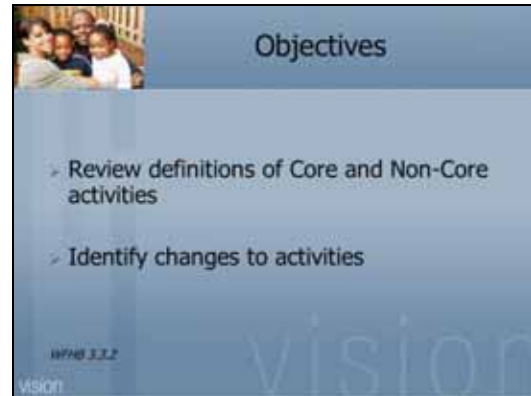


### WorkFirst Forward

Slide notes: Welcome to the WorkFirst Forward review of Core and non-core activities for all partners. By now you are familiar with the Deficit Reduction Act, the DRA, that reauthorized the TANF, now known as Work First Cash, program and changed the definition of activities that count toward federal participation requirements for the program. Information about Core and non-core activities was introduced in the WorkFirst Forward 101 presentation, currently available on the WorkFirst Website. Be sure to download the Core and non-core activity chart before continuing with this presentation.



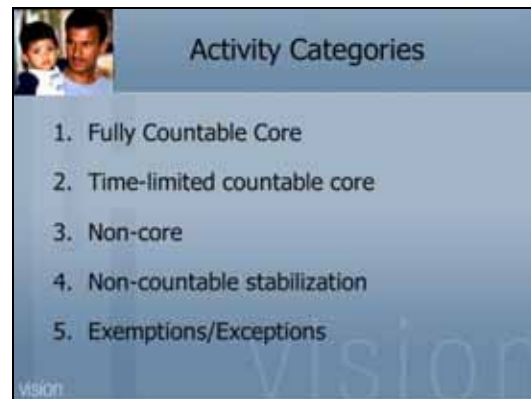
### Objectives

Slide notes: We will review the definitions for core and non-core activities and how they influence the new federal participation requirements. Most of the core activities are familiar to us and unchanged. There are some new definitions for non-core activities and some new opportunities for WorkFirst Parents in both core and non-core activities. Building a foundation of core activities and adding non-core activities is essential to maximizing participation and to better serve our parent's needs to move forward towards self-sufficiency. Keep in mind, the Comprehensive Evaluation is the first step in determining the best activity or combination of activities that can maximize participation, and lead to self-sufficiency. Some parents will meet full time participation with core activities alone. See the workfirst handbook. Section 3.3.2 and 1.2 for a complete explanation of the



### Core and Non-Core Activities

Slide notes: Our goal is not changed - full-time participation for all households; this is 32 to 40 hours per week. What has changed is the types and combinations of activities required to meet federal participation rates. Countable activities for federal participation are in 2 categories - core and non-core. To count for federal participation, at least 20 hours must be in core activities. The remaining 12 to 20 hours for full time participation can be core or non-core activities. Combining the minimum required 20 hours of core activities with additional hours, the 12 to 20 of core or non-core activities is known as "stacking".



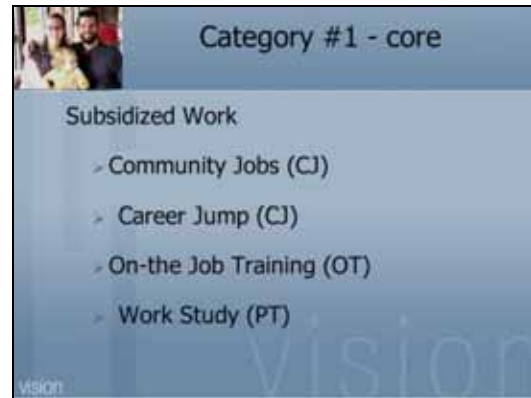
### Activity Categories

Slide notes: There are 5 categories of WF activity as shown on the Core and Non-Core Activity Chart: Fully countable core activity - paid and unpaid work, Time-limited countable core activity, Job search, issue resolution and vocational education - time limited for federal participation. Non-core activity - skills enhancement training, HS, GED and basic Education, count for federal participation only when combined with 20 hours of core activities. Non-countable stabilization activity - does not count for federal participation but may be needed for a temporary period. Exemptions and exceptions - most but not all of these activities either count for federal participation or qualify for exemption from federal participation. All WorkFirst activities are intentionally designed to assist parents in meeting their goal of self-sufficiency, but not all of them count toward federal participation. We



### Category #1 - Core

Slide notes: Category 1, core activities. Unsubsidized work is familiar to us – many of our Work First Cash parents are already working. Unsubsidized work may include employment and self-employment, both full and part-time. Unsubsidized work always counts towards our federal participation rate. The goal of unsubsidized work is to increase hours and wages until the parent is able to exit Work First Cash.



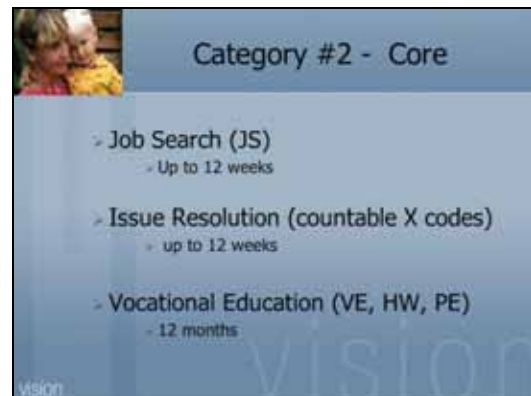
### Category #1 - core

Slide notes: Category 1, core activities subsidized work. Community Jobs, Career Jump and Work Study, are programs administered by CTED and the community colleges. These are familiar to us. Community Jobs and Career Jump continue to be 40 hour full-time programs that provide parents with paid, temporary employment – usually 20 hours paid employment per week stacked with 20 hours of training and/or managing barriers. The CJ assignment is usually 6 months. Subsidized work may also include on-the-job-training, OJT – skills training provided by an employer at the employer's place of business. OJT may sometimes be combined with classroom training. Work study no longer requires a minimum of 16 hours per week. Students who are authorized the maximum hours of 19.5 per week will be considered meeting their core requirement. When work-study is



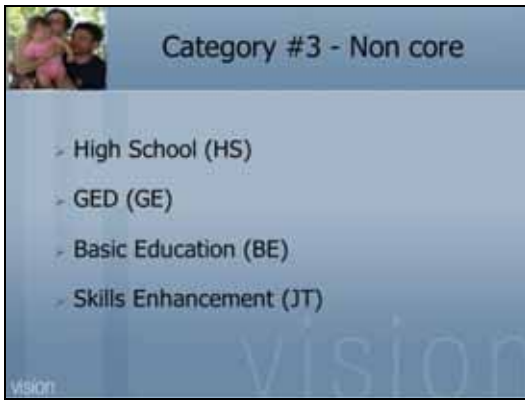
### Category #1 - Core

Slide notes: Category 1, core activities, unpaid work. CTED manages the following three supported work activities through contracts with local providers: Community Works; Community WEX and Community Service. These programs can provide support for up to 6 months. Community Works is designed for parents who are able to participate in a work activity but need additional support from their WFPS or WFSW to help manage other issues. Community WEX is designed for parents who need to acquire either job skills, recent work experience or increased work experience. Parents participating in Community WEX should need minimal case management for work site success. Community Service is designed for parents who are already participating in a core activity at less than full time or waiting for the start of a core activity. Complete policies and procedures regarding



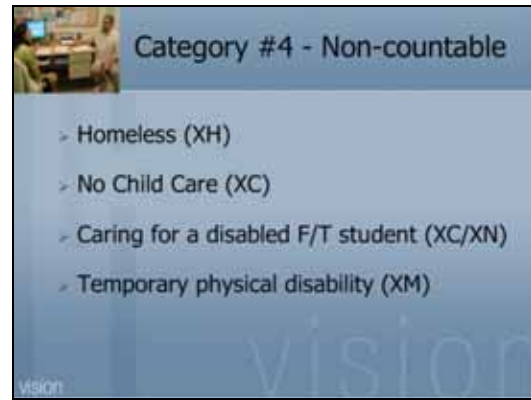
### Category #2 - Core

Slide notes: Category 2, core activities. Although these are core activities, they can only be counted in the federal participation rate for a limited time. In the new world of maximizing participation, time limited refers to the amount of time an activity can be counted toward our federal participation rate. Job Search and Issue resolution, separately or in combination, count for federal participation for up to 12 weeks in one 12 month period. Parents may require more time in either Job Search or Issue resolution and in those cases, headquarters will help by using reporting strategies designed for maximum federal count. Job preparation and job search activities will be delivered in 4-week sessions. At the conclusion of each 4-week session, an evaluation must be completed to determine the next activity. This could be an additional four weeks of job preparation or job search. it could be a



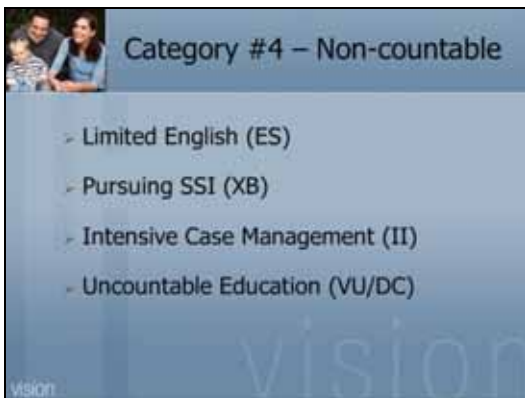
### Category #3 - Non core

Slide notes: Category 3, non-core activities. Once a parent has met the core requirement, 20 hours per week, these non core activities – high school, GED, Basic Education and Skills Enhancement - can be “stacked” in the IRP to bring participation up to full time. Non-core activities count toward federal participation only when they are combined with a minimum of 20 hours of core activities.



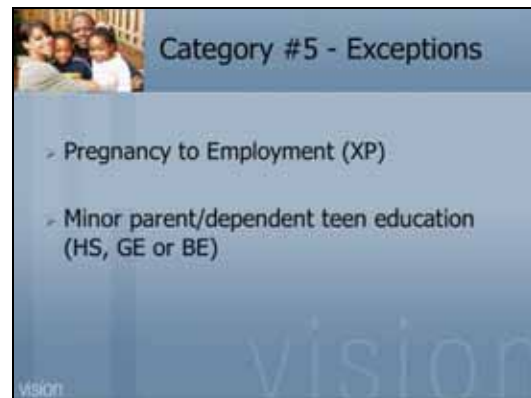
### Category #4 - Non-countable

Slide notes: Category 4, non-countable. Services to parents and families to resolve critical issues remain essential to the success of the WorkFirst program. Partners work together to develop plans designed to stabilize the parent's or family situation as soon as possible. Child safety and well-being must always be a key consideration. Stabilization issues that may need to be addressed are homelessness, no available child care, a parent caring for a disabled full-time student, or a parent with a temporary physical disability. These activities do not count toward federal participation but the effective use of these activities will improve parents chances of moving quickly to a countable activity. Parents who can work will work, those who can not work will be supported, and those who choose not to work will be held accountable.



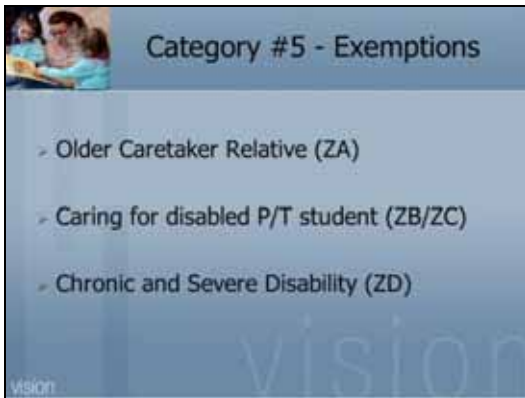
### Category #4 – Non-countable

Slide notes: Continuing with Category 4, non-countable. Although the activities do not count toward the federal participation rate, they may be the right activity for the parent. For example, non-countable activities may address limited English. The parent may be pursuing SSI; or the parent may be involved with intensive case management. These are parents with multiple issues, in sanction or in about to go into sanction who are assessed and referred to a contracted Intensive in home contractor. See the workfirst handbook 3.4 for additional details. Also included are uncountable education activities such as higher education pursuits – possibly an unapproved degree completion or vocational education. WorkFirst staff remain committed to moving parents from stabilization to full participation as soon as possible.



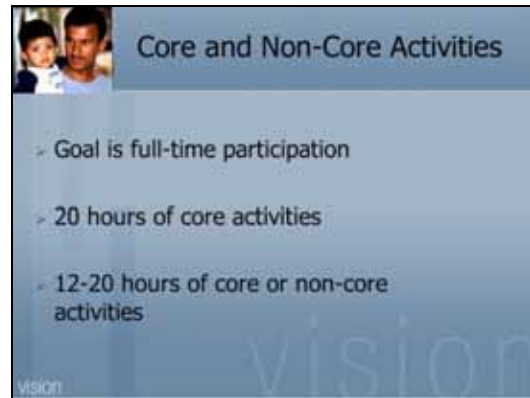
### Category #5 - Exceptions

Slide notes: Category 5, exceptions. The exceptions to the fulltime participation standards for core activities include parents who are in the pregnancy to employment track. See the Workfirst handbook WFHB 5.1 for complete policy and procedures on this category. Participation is mandatory during the first two trimesters and voluntary during the 3rd trimester. Parents who are required to participate in the pregnancy to employment pathway can meet that requirement with 20 hours of core or non-core activities. Also included in exceptions from core requirements are minor parents and dependent teens. Their participation requirement is 20 hours of high school, GED or Basic Education, – all non-core activities.



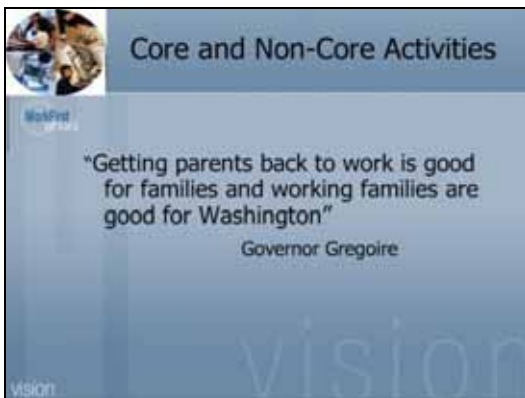
### Category #5 - Exemptions

Slide notes: Also included in category 5 are exemptions. WorkFirst parents who are exempt are not required to participate. The goal is to provide comprehensive supports and a long term plan for the family. Anyone meeting this criteria are always offered the opportunity to complete a CE or to volunteer for WF participation. Work First Cash is a temporary program. WorkFirst is a program to help prepare parents for work so they can take better care of their families. When this is not possible, our goal is to transition the family to long-term federal supports, such as SSI or SSA, if appropriate. The choice to participate can be reversed without penalty.



### Core and Non-Core Activities

Slide notes: The best IRP's reflect a set of activities where partners and parents have worked together to develop a plan that blends Core and Non-Core activities so that parents can meet their participation requirements, while getting the supports they need to go to work and become self-sufficient. As we continue to implement WorkFirst Forward, it is essential that all partners understand the new participation requirements and new services available to parents. Clear and frequent communication between partners will continue to be critical to successful, and continuing engagement of WorkFirst parents. More complete information about Core and Non-Core activities is located in the Workfirst handbook 1.2 and 3.3.2. Future presentations will cover "Stacking" Core and Non-Core Activities, New Services, Changes and Updates to Existing Services, and tools partners can use



### Core and Non-Core Activities

Slide notes: WorkFirst Forward is about partners continuing to work together to hold parents accountable, maximize participation, and prepare parents to go to work and become self-sufficient. Our goal continues to be striking a balance between providing programs and services needed to help families succeed and children thrive, while meeting federal participation requirements. Child safety and well-being must always be a key concern. For more information about WorkFirst Forward and the changes that are coming, visit the WorkFirst Website at [www.workfirst.wa.gov](http://www.workfirst.wa.gov).



### Optional Certificate

Slide notes: Thank you for your attention to this training session. A certificate of completion is available by clicking the box on the screen and then printing.